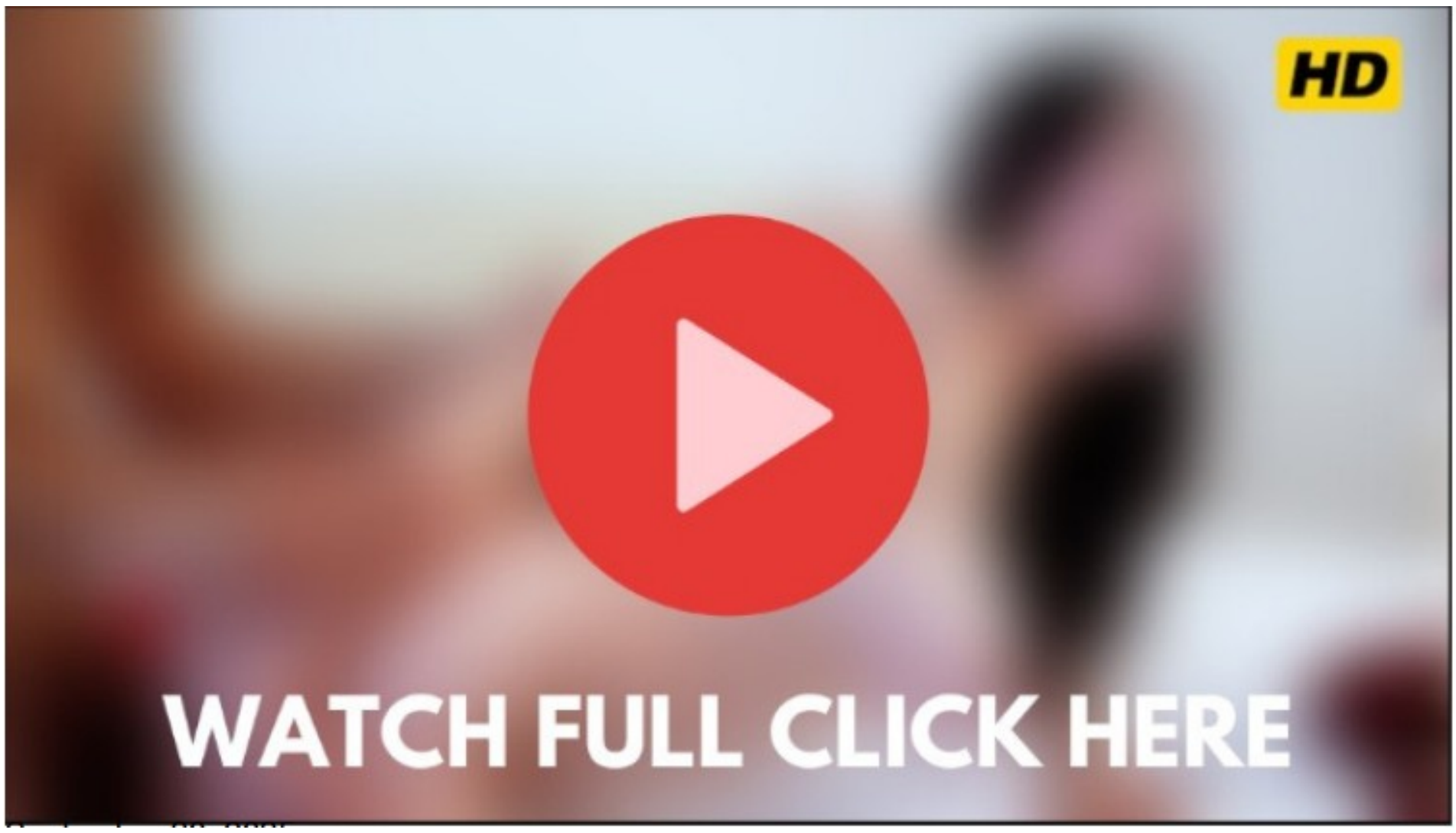Ibu turi dan anak tiri sawit